

Tucson MSA TERM Ranking by Occupation '06-'08

TERM: Training & Education Resource Model

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
1	11-1021	General and Operations Managers	265	\$42.36	659	3.1	1.9	Bachelor's or higher deg. + work exp.
2	23-1011	Lawyers	121	\$49.38	568	4.9	4.3	First professional degree
3	29-1111	Registered Nurses	302	\$27.55	645	4.2	2.3	Associate degree
4	29-2021	Dental Hygienists	47	\$33.45	585	6.1	9.3	Associate degree
5	17-2051	Civil Engineers	48	\$31.08	709	4.0	2.8	Bachelor's degree
6	11-9041	Engineering Managers	52	\$51.58	692	3.1	1.7	Bachelor's or higher deg. + work exp.
7	11-1011	Chief Executives	54	\$67.94	708	2.7	1.6	Bachelor's or higher deg. + work exp.
8	13-2011	Accountants and Auditors	175	\$28.84	582	3.7	2.1	Bachelor's degree
9	29-1021	Dentists, General	26	\$67.65	777	3.5	2.5	First professional degree
10	29-1123	Physical Therapists	26	\$32.75	659	4.1	5.4	Master's degree
11	17-1011	Architects, Except Landscape and Naval	28	\$27.85	663	4.6	4.6	Bachelor's degree
12	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	85	\$25.25	736	3.4	1.5	Work experience in a related occupation
13	11-9111	Medical and Health Services Managers	55	\$36.57	707	2.3	1.4	Bachelor's or higher deg. + work exp.
14	29-1062	Family and General Practitioners	13	\$73.26	672	5.2	4.2	First professional degree
15	29-1063	Internists, General	13	\$74.17	679	4.4	4.0	First professional degree
16	33-1012	First-Line Supervisors/Managers of Police and Detectives	25	\$35.44	763	4.3	1.5	Work experience in a related occupation
17	29-1051	Pharmacists	43	\$40.99	554	4.0	2.1	First professional degree
18	47-4011	Construction and Building Inspectors	37	\$23.10	654	5.2	2.5	Work experience in a related occupation
19	15-1081	Network Systems and Data Communications Analysts	21	\$28.35	669	4.3	4.1	Bachelor's degree
20	25-2021	Elementary School Teachers, Except Special Education	252	\$18.88	611	4.3	2.2	Bachelor's degree
21	17-1022	Surveyors	51	\$22.44	688	4.7	1.3	Bachelor's degree
22	11-9032	Education Administrators, Elementary and Secondary School	24	\$33.38	675	4.1	1.8	Bachelor's or higher deg. + work exp.
23	11-9051	Food Service Managers	62	\$19.73	664	3.8	2.5	Work experience in a related occupation
24	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	45	\$19.74	635	6.2	3.1	Postsecondary vocational training
25	29-2061	Licensed Practical and Licensed Vocational Nurses	118	\$19.12	734	3.7	1.8	Postsecondary vocational training
26	15-1031	Computer Software Engineers, Applications	45	\$36.54	607	1.7	2.1	Bachelor's degree
27	11-3031	Financial Managers	54	\$36.54	587	2.0	1.7	Bachelor's or higher deg. + work exp.

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27	19-2043	Hydrologists	12	\$32.41	660	5.0	3.6	Master's degree
29	11-2022	Sales Managers	46	\$38.70	577	2.7	1.6	Bachelor's or higher deg. + work exp.
30	25-2022	Middle School Teachers, Except Special and Vocational Education	127	\$19.09	633	3.9	2.0	Bachelor's degree
31	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	201	\$21.34	641	2.7	1.4	Work experience in a related occupation
32	13-1111	Management Analysts	50	\$26.18	657	2.1	1.8	Bachelor's or higher deg. + work exp.
33	29-1065	Pediatricians, General	10	\$71.32	626	4.5	3.8	First professional degree
34	17-2081	Environmental Engineers	15	\$27.05	619	5.9	3.8	Bachelor's degree
35	13-2051	Financial Analysts	28	\$28.70	559	3.9	2.9	Bachelor's degree
36	29-2034	Radiologic Technologists and Technicians	46	\$22.38	624	3.4	2.0	Associate degree
37	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scienti	131	\$25.81	574	2.7	1.0	Moderate-term on-the-job training
38	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	55	\$25.44	658	1.8	1.2	Work experience in a related occupation
39	37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping	36	\$18.48	687	4.0	4.5	Work experience in a related occupation
40	15-1071	Network and Computer Systems Administrators	21	\$24.52	697	2.9	3.2	Bachelor's degree
41	29-1131	Veterinarians	14	\$31.08	736	3.9	1.8	First professional degree
42	25-2031	Secondary School Teachers, Except Special and Vocational Education	209	\$16.51	647	4.1	1.5	Bachelor's degree
43	49-3023	Automotive Service Technicians and Mechanics	163	\$18.78	686	2.9	1.1	Postsecondary vocational training
44	19-2042	Geoscientists, Except Hydrologists and Geographers	9	\$34.14	636	4.7	3.3	Master's degree
45	29-1064	Obstetricians and Gynecologists	6	\$78.94	736	4.1	3.0	First professional degree
46	41-3031	Securities, Commodities, and Financial Services Sales Agents	21	\$35.07	544	3.4	3.2	Bachelor's degree
47	17-3025	Environmental Engineering Technicians	11	\$25.18	642	6.6	3.2	Associate degree
48	29-1071	Physician Assistants	9	\$39.88	566	6.3	5.0	Bachelor's degree
49	19-2041	Environmental Scientists and Specialists, Including Health	11	\$23.45	711	5.2	3.2	Master's degree
50	11-2031	Public Relations Managers	15	\$31.85	581	4.1	2.8	Bachelor's or higher deg. + work exp.
51	29-1122	Occupational Therapists	9	\$32.03	626	4.6	3.5	Master's degree

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
52	11-9141	Property, Real Estate, and Community Association Managers	72	\$22.30	550	2.8	1.7	Bachelor's degree
53	11-3071	Transportation, Storage, and Distribution Managers	15	\$35.82	602	3.6	2.0	Work experience in a related occupation
54	29-2032	Diagnostic Medical Sonographers	9	\$31.89	639	4.5	2.6	Associate degree
55	11-3011	Administrative Services Managers	35	\$27.20	577	2.9	1.7	Bachelor's or higher deg. + work exp.
56	49-3011	Aircraft Mechanics and Service Technicians	41	\$21.79	657	2.9	1.3	Postsecondary vocational training
57	13-1051	Cost Estimators	42	\$22.47	607	3.3	1.6	Work experience in a related occupation
58	15-1041	Computer Support Specialists	45	\$22.90	575	2.4	2.2	Associate degree
59	29-2011	Medical and Clinical Laboratory Technologists	23	\$25.92	685	3.0	1.2	Bachelor's degree
60	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	68	\$24.66	533	2.7	1.2	Work experience in a related occupation
61	13-2072	Loan Officers	50	\$24.78	471	3.1	2.2	Bachelor's degree
62	23-2011	Paralegals and Legal Assistants	28	\$20.34	530	6.0	9.9	Associate degree
63	11-9021	Construction Managers	32	\$34.45	616	1.6	1.0	Bachelor's degree
63	49-9041	Industrial Machinery Mechanics	25	\$18.41	692	4.3	2.3	Long-term on-the-job training
65	29-2041	Emergency Medical Technicians and Paramedics	17	\$17.47	736	5.4	5.6	Postsecondary vocational training
66	27-2022	Coaches and Scouts	27	\$21.39	663	3.0	1.7	Long-term on-the-job training
67	49-9042	Maintenance and Repair Workers, General	240	\$13.63	627	3.9	2.2	Moderate-term on-the-job training
68	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	43	\$23.50	651	1.9	1.0	Work experience in a related occupation
69	11-3061	Purchasing Managers	10	\$41.04	677	2.9	1.5	Bachelor's or higher deg. + work exp.
70	53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine an	23	\$24.07	650	3.2	1.4	Work experience in a related occupation
71	47-2073	Operating Engineers and Other Construction Equipment Operators	115	\$17.38	558	4.2	1.7	Moderate-term on-the-job training
72	13-2052	Personal Financial Advisors	37	\$25.13	411	3.3	2.8	Bachelor's degree
73	39-9031	Fitness Trainers and Aerobics Instructors	110	\$14.12	570	6.2	2.8	Postsecondary vocational training
74	11-3021	Computer and Information Systems Managers	16	\$41.01	638	2.0	1.2	Bachelor's or higher deg. + work exp.
74	53-3032	Truck Drivers, Heavy and Tractor-Trailer	110	\$17.75	614	2.7	1.8	Moderate-term on-the-job training
76	19-3021	Market Research Analysts	58	\$23.54	517	2.9	1.1	Bachelor's degree

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77	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	38	\$18.37	721	2.4	2.1	Long-term on-the-job training
78	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	35	\$17.22	594	5.2	2.5	Bachelor's degree
79	13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Tr	31	\$21.38	604	3.6	1.7	Long-term on-the-job training
80	49-3021	Automotive Body and Related Repairers	51	\$19.14	620	2.7	1.4	Long-term on-the-job training
81	33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	6	\$32.06	761	5.1	1.4	Work experience in a related occupation
82	47-2031	Carpenters	201	\$15.88	662	2.0	1.4	Long-term on-the-job training
83	29-1126	Respiratory Therapists	43	\$19.29	692	3.0	1.0	Associate degree
84	13-1073	Training and Development Specialists	32	\$18.65	606	3.5	2.8	Bachelor's degree
85	17-3022	Civil Engineering Technicians	21	\$20.00	590	4.7	2.5	Associate degree
86	11-9151	Social and Community Service Managers	24	\$22.48	616	2.9	1.7	Bachelor's degree
87	19-4092	Forensic Science Technicians	9	\$21.85	618	8.0	3.3	Associate degree
88	25-9031	Instructional Coordinators	19	\$21.06	647	3.1	2.4	Master's degree
89	11-2021	Marketing Managers	18	\$30.77	644	1.9	1.1	Bachelor's or higher deg. + work exp.
90	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	168	\$18.52	571	2.0	1.2	Work experience in a related occupation
90	47-2152	Plumbers, Pipefitters, and Steamfitters	63	\$19.01	718	1.6	0.7	Long-term on-the-job training
92	11-9081	Lodging Managers	22	\$21.24	585	3.5	2.4	Work experience in a related occupation
93	31-9092	Medical Assistants	159	\$12.09	557	6.3	3.5	Moderate-term on-the-job training
94	39-1011	Gaming Supervisors	23	\$18.57	561	5.5	2.8	Work experience in a related occupation
95	11-9071	Gaming Managers	5	\$33.98	634	4.2	2.3	Work experience in a related occupation
96	17-3011	Architectural and Civil Drafters	37	\$20.50	594	3.2	1.1	Postsecondary vocational training
97	13-1121	Meeting and Convention Planners	14	\$21.13	642	4.0	2.0	Bachelor's degree
98	25-2012	Kindergarten Teachers, Except Special Education	35	\$15.39	596	4.2	4.3	Bachelor's degree
99	25-2043	Special Education Teachers, Secondary School	13	\$20.25	612	5.1	2.6	Bachelor's degree
100	17-3027	Mechanical Engineering Technicians	7	\$23.57	683	4.2	2.3	Associate degree

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101	19-3031	Clinical, Counseling, and School Psychologists	27	\$21.64	572	3.0	1.5	Doctoral degree
102	39-5094	Skin Care Specialists	20	\$21.39	521	4.2	2.3	Postsecondary vocational training
103	43-6012	Legal Secretaries	42	\$16.53	484	5.3	3.0	Postsecondary vocational training
104	11-3041	Compensation and Benefits Managers	7	\$33.17	581	3.5	2.5	Bachelor's or higher deg. + work exp.
105	21-1022	Medical and Public Health Social Workers	18	\$20.53	570	3.9	2.5	Bachelor's degree
106	25-2042	Special Education Teachers, Middle School	15	\$17.90	610	5.4	2.6	Bachelor's degree
106	29-1031	Dietitians and Nutritionists	15	\$21.17	602	4.3	1.7	Bachelor's degree
108	27-2041	Music Directors and Composers	7	\$60.38	421	5.1	2.5	Bachelor's or higher deg. + work exp.
109	31-1012	Nursing Aides, Orderlies, and Attendants	246	\$10.46	615	3.9	3.3	Postsecondary vocational training
110	17-1012	Landscape Architects	7	\$23.14	635	4.0	3.7	Bachelor's degree
111	43-5052	Postal Service Mail Carriers	54	\$21.22	454	3.3	1.1	Short-term on-the-job training
112	39-9032	Recreation Workers	126	\$11.85	633	4.3	1.9	Short-term on-the-job training
113	13-1072	Compensation, Benefits, and Job Analysis Specialists	19	\$21.22	534	3.7	2.8	Bachelor's degree
114	41-3021	Insurance Sales Agents	63	\$18.89	577	2.3	1.0	Bachelor's degree
115	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Pro	35	\$25.81	593	1.5	0.6	Moderate-term on-the-job training
116	29-9011	Occupational Health and Safety Specialists	7	\$25.44	701	3.6	1.8	Bachelor's degree
117	13-2021	Appraisers and Assessors of Real Estate	49	\$15.72	580	3.8	1.9	Postsecondary vocational training
118	21-1023	Mental Health and Substance Abuse Social Workers	41	\$16.94	538	3.8	2.5	Master's degree
119	29-1127	Speech-Language Pathologists	13	\$23.18	632	3.3	1.4	Master's degree
120	43-5071	Shipping, Receiving, and Traffic Clerks	204	\$11.04	551	5.3	2.7	Short-term on-the-job training
121	39-1021	First-Line Supervisors/Managers of Personal Service Workers	65	\$17.84	505	3.3	1.4	Work experience in a related occupation
122	29-2055	Surgical Technologists	11	\$18.99	647	3.9	3.2	Postsecondary vocational training
123	43-4051	Customer Service Representatives	641	\$11.65	531	3.9	2.7	Moderate-term on-the-job training
124	29-2033	Nuclear Medicine Technologists	4	\$28.68	701	3.6	2.5	Associate degree
125	35-1011	Chefs and Head Cooks	33	\$16.85	617	4.2	1.1	Work experience in a related occupation
126	29-2031	Cardiovascular Technologists and Technicians	10	\$21.84	657	3.2	1.9	Associate degree
127	29-1066	Psychiatrists	2	\$78.20	658	3.1	3.0	First professional degree
127	43-6011	Executive Secretaries and Administrative Assistants	259	\$17.16	475	2.2	1.2	Moderate-term on-the-job training
129	13-1071	Employment, Recruitment, and Placement Specialists	19	\$17.05	543	5.3	4.3	Bachelor's degree

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130	21-1091	Health Educators	13	\$20.65	619	3.3	2.1	Master's degree
131	29-2071	Medical Records and Health Information Technicians	48	\$14.63	516	4.1	3.3	Associate degree
132	53-3033	Truck Drivers, Light or Delivery Services	101	\$13.43	538	3.0	3.8	Short-term on-the-job training
133	21-2011	Clergy	7	\$20.50	679	4.4	2.3	Master's degree
134	29-1041	Optometrists	5	\$42.36	715	2.7	1.0	First professional degree
135	13-1031	Claims Adjusters, Examiners, and Investigators	9	\$23.86	538	3.7	3.3	Long-term on-the-job training
136	31-2011	Occupational Therapist Assistants	6	\$19.05	649	5.8	4.5	Associate degree
136	53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	15	\$23.01	610	2.5	1.1	Work experience in a related occupation
138	29-1081	Podiatrists	3	\$39.06	707	3.5	1.5	First professional degree
139	25-1072	Nursing Instructors and Teachers, Postsecondary	7	\$28.65	691	2.5	1.2	Doctoral degree
140	29-1011	Chiropractors	9	\$18.96	686	3.8	2.4	First professional degree
141	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	155	\$12.83	538	4.1	1.6	Work experience in a related occupation
142	31-9011	Massage Therapists	58	\$15.61	482	3.8	1.7	Postsecondary vocational training
143	17-3031	Surveying and Mapping Technicians	25	\$18.18	615	3.8	1.0	Moderate-term on-the-job training
144	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	24	\$28.11	577	0.9	0.5	Work experience in a related occupation
145	53-2012	Commercial Pilots	10	\$32.55	729	1.1	0.5	Postsecondary vocational training
146	21-1011	Substance Abuse and Behavioral Disorder Counselors	13	\$18.40	570	4.4	2.3	Master's degree
147	39-5012	Hairdressers, Hairstylists, and Cosmetologists	188	\$11.88	520	3.7	2.0	Postsecondary vocational training
147	43-5031	Police, Fire, and Ambulance Dispatchers	12	\$17.13	608	4.5	2.3	Moderate-term on-the-job training
149	25-1021	Computer Science Teachers, Postsecondary	8	\$29.97	637	2.3	1.0	Master's degree
149	25-1194	Vocational Education Teachers, Postsecondary	12	\$25.40	636	2.0	0.9	Bachelor's or higher deg. + work exp.
151	27-3031	Public Relations Specialists	18	\$20.77	539	2.6	1.9	Bachelor's degree
152	17-2031	Biomedical Engineers	2	\$28.70	748	3.4	2.0	Bachelor's degree
153	27-1027	Set and Exhibit Designers	7	\$16.46	654	5.7	6.0	Bachelor's degree
154	21-1093	Social and Human Service Assistants	53	\$12.68	581	3.3	2.1	Moderate-term on-the-job training
155	31-1011	Home Health Aides	135	\$9.25	521	5.0	4.3	Short-term on-the-job training
156	49-2011	Computer, Automated Teller, and Office Machine Repairers	20	\$18.93	648	1.4	1.4	Postsecondary vocational training
157	43-3011	Bill and Account Collectors	89	\$12.12	512	4.0	2.2	Short-term on-the-job training

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158	17-3026	Industrial Engineering Technicians	10	\$21.13	649	2.7	1.4	Associate degree
159	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	49	\$12.86	549	4.1	1.9	Work experience in a related occupation
160	31-2021	Physical Therapist Assistants	10	\$16.11	608	5.1	3.0	Associate degree
161	21-1012	Educational, Vocational, and School Counselors	40	\$21.48	560	0.5	0.3	Master's degree
162	17-2072	Electronics Engineers, Except Computer	9	\$45.49	673	-0.6	0.0	Bachelor's degree
163	23-2093	Title Examiners, Abstractors, and Searchers	13	\$18.22	509	4.0	4.0	Moderate-term on-the-job training
164	43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	24	\$20.44	427	3.3	1.4	Short-term on-the-job training
165	29-2052	Pharmacy Technicians	46	\$12.71	492	4.0	3.4	Moderate-term on-the-job training
166	43-6013	Medical Secretaries	58	\$13.40	499	3.4	2.0	Postsecondary vocational training
167	43-4161	Human Resources Assistants, Except Payroll and Timekeeping	26	\$15.57	533	3.9	1.9	Short-term on-the-job training
168	13-2031	Budget Analysts	7	\$27.71	571	2.5	1.6	Bachelor's degree
169	17-2021	Agricultural Engineers	1	\$40.57	786	3.3	1.0	Bachelor's degree
170	49-9098	Helpers--Installation, Maintenance, and Repair Workers	62	\$11.06	659	3.6	1.0	Short-term on-the-job training
171	21-1021	Child, Family, and School Social Workers	33	\$16.10	517	2.9	2.0	Bachelor's degree
172	15-1051	Computer Systems Analysts	14	\$28.11	619	0.1	0.1	Bachelor's degree
173	11-3042	Training and Development Managers	4	\$31.63	620	2.1	1.7	Bachelor's or higher deg. + work exp.
174	13-1011	Agents and Business Managers of Artists, Performers, and Athletes	15	\$16.27	448	6.0	3.3	Bachelor's or higher deg. + work exp.
175	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	39	\$18.71	522	2.0	0.9	Moderate-term on-the-job training
176	43-3031	Bookkeeping, Accounting, and Auditing Clerks	218	\$14.11	468	2.0	1.1	Moderate-term on-the-job training
177	37-3011	Landscaping and Groundskeeping Workers	276	\$10.15	516	3.7	1.7	Short-term on-the-job training
177	51-3021	Butchers and Meat Cutters	23	\$16.24	502	4.2	1.9	Long-term on-the-job training
179	15-1061	Database Administrators	6	\$30.38	615	1.2	1.4	Bachelor's degree
180	27-3091	Interpreters and Translators	9	\$17.24	527	4.8	4.7	Long-term on-the-job training
181	47-4051	Highway Maintenance Workers	11	\$13.46	623	5.0	3.4	Moderate-term on-the-job training
182	43-4171	Receptionists and Information Clerks	291	\$10.59	476	3.9	1.5	Short-term on-the-job training
183	39-9021	Personal and Home Care Aides	153	\$9.08	502	4.2	2.8	Short-term on-the-job training
184	47-2044	Tile and Marble Setters	30	\$14.01	604	2.5	1.9	Long-term on-the-job training
185	53-7051	Industrial Truck and Tractor Operators	24	\$14.04	638	2.8	1.6	Short-term on-the-job training

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Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
186	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	19	\$17.38	592	2.8	1.1	Postsecondary vocational training
187	43-5061	Production, Planning, and Expediting Clerks	32	\$18.91	537	1.9	0.8	Short-term on-the-job training
188	25-9041	Teacher Assistants	184	\$10.31	494	3.6	2.0	Short-term on-the-job training
189	19-2031	Chemists	6	\$25.62	637	2.6	0.8	Bachelor's degree
190	51-3011	Bakers	35	\$10.99	575	5.0	2.0	Long-term on-the-job training
191	35-2021	Food Preparation Workers	208	\$10.05	517	4.7	1.0	Short-term on-the-job training
192	19-3051	Urban and Regional Planners	7	\$24.04	618	2.8	0.9	Master's degree
193	19-4031	Chemical Technicians	12	\$15.08	595	4.9	2.0	Associate degree
194	27-2032	Choreographers	7	\$28.92	629	2.1	0.3	Work experience in a related occupation
195	49-9051	Electrical Power-Line Installers and Repairers	7	\$24.84	668	1.9	0.6	Long-term on-the-job training
196	43-4031	Court, Municipal, and License Clerks	17	\$15.13	457	5.4	2.7	Short-term on-the-job training
197	25-1123	English Language and Literature Teachers, Postsecondary	8	\$28.97	577	1.7	0.8	Master's degree
198	41-2031	Retail Salespersons	690	\$12.33	477	3.0	0.7	Short-term on-the-job training
199	35-2014	Cooks, Restaurant	256	\$8.96	530	4.4	1.1	Long-term on-the-job training
200	43-9061	Office Clerks, General	441	\$11.92	456	2.5	1.1	Short-term on-the-job training
201	53-3041	Taxi Drivers and Chauffeurs	45	\$11.40	522	3.2	3.9	Short-term on-the-job training
202	15-1021	Computer Programmers	17	\$25.88	571	-1.3	0.0	Bachelor's degree
203	27-3043	Writers and Authors	12	\$21.52	541	2.0	1.3	Bachelor's degree
204	23-2092	Law Clerks	11	\$16.74	496	4.1	4.3	Bachelor's degree
205	43-3051	Payroll and Timekeeping Clerks	41	\$15.09	463	3.3	1.3	Moderate-term on-the-job training
206	13-1022	Wholesale and Retail Buyers, Except Farm Products	21	\$19.12	571	2.0	0.8	Work experience in a related occupation
207	53-3031	Driver/Sales Workers	84	\$8.71	539	3.8	2.6	Short-term on-the-job training
208	13-2061	Financial Examiners	2	\$22.53	574	6.3	2.0	Bachelor's degree
209	15-2031	Operations Research Analysts	7	\$21.54	605	2.5	1.3	Master's degree
209	39-3012	Gaming and Sports Book Writers and Runners	138	\$9.13	460	6.8	1.6	Short-term on-the-job training
211	47-2051	Cement Masons and Concrete Finishers	55	\$15.45	560	1.3	0.7	Moderate-term on-the-job training
212	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	273	\$9.62	471	3.4	1.8	Short-term on-the-job training
213	29-2056	Veterinary Technologists and Technicians	15	\$11.75	582	5.2	4.8	Associate degree

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214	51-2092	Team Assemblers	138	\$12.76	531	2.3	0.9	Moderate-term on-the-job training
215	25-1022	Mathematical Science Teachers, Postsecondary	8	\$28.40	561	1.7	0.8	Master's degree
216	25-1011	Business Teachers, Postsecondary	6	\$36.16	607	1.0	0.5	Master's degree
217	27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	3	\$37.62	621	1.8	1.0	Long-term on-the-job training
218	21-1014	Mental Health Counselors	16	\$17.63	545	2.7	1.3	Master's degree
219	33-9032	Security Guards	169	\$9.49	592	2.6	1.1	Short-term on-the-job training
220	21-1013	Marriage and Family Therapists	4	\$20.87	606	4.1	1.7	Master's degree
221	43-5051	Postal Service Clerks	9	\$21.38	520	3.0	1.3	Short-term on-the-job training
222	47-2141	Painters, Construction and Maintenance	64	\$12.99	555	1.4	1.0	Moderate-term on-the-job training
223	41-2021	Counter and Rental Clerks	120	\$10.96	420	4.7	1.0	Short-term on-the-job training
223	51-4041	Machinists	24	\$17.29	606	1.3	0.6	Long-term on-the-job training
225	17-3023	Electrical and Electronic Engineering Technicians	15	\$21.77	617	-0.3	0.0	Associate degree
226	25-2023	Vocational Education Teachers, Middle School	5	\$16.69	689	3.8	2.0	Bachelor's or higher deg. + work exp.
227	35-2011	Cooks, Fast Food	180	\$7.73	515	4.5	1.1	Short-term on-the-job training
228	17-1021	Cartographers and Photogrammetrists	10	\$16.45	562	4.5	1.2	Bachelor's degree
229	49-9043	Maintenance Workers, Machinery	7	\$17.06	626	3.7	1.6	Short-term on-the-job training
230	19-1023	Zoologists and Wildlife Biologists	3	\$22.10	653	3.7	1.0	Bachelor's degree
231	39-9011	Child Care Workers	232	\$8.47	555	3.0	1.0	Short-term on-the-job training
232	47-2021	Brickmasons and Blockmasons	17	\$20.27	550	1.1	0.8	Long-term on-the-job training
233	11-3051	Industrial Production Managers	4	\$40.28	670	-0.4	0.0	Work experience in a related occupation
234	49-3092	Recreational Vehicle Service Technicians	13	\$17.38	617	2.8	0.6	Long-term on-the-job training
235	17-3012	Electrical and Electronics Drafters	10	\$22.21	544	2.0	0.7	Postsecondary vocational training
236	53-3022	Bus Drivers, School	51	\$10.17	550	3.4	1.7	Short-term on-the-job training
237	37-2021	Pest Control Workers	23	\$10.81	654	2.7	2.2	Moderate-term on-the-job training
238	43-5032	Dispatchers, Except Police, Fire, and Ambulance	31	\$15.16	522	2.3	1.1	Moderate-term on-the-job training
239	43-3071	Tellers	134	\$11.04	471	4.0	0.7	Short-term on-the-job training
240	43-4131	Loan Interviewers and Clerks	29	\$14.09	506	2.2	1.9	Short-term on-the-job training
241	21-1015	Rehabilitation Counselors	11	\$15.18	579	3.5	1.8	Master's degree
242	47-2211	Sheet Metal Workers	27	\$14.96	578	2.1	0.9	Long-term on-the-job training
243	33-9031	Gaming Surveillance Officers and Gaming Investigators	10	\$13.22	582	4.7	2.2	Moderate-term on-the-job training
244	43-6014	Secretaries, Except Legal, Medical, and Executive	127	\$13.40	483	1.3	0.8	Moderate-term on-the-job training

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
245	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	355	\$9.54	468	3.5	0.9	Short-term on-the-job training
246	51-9111	Packaging and Filling Machine Operators and Tenders	12	\$10.98	644	4.6	2.3	Short-term on-the-job training
247	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	639	\$7.13	458	4.4	0.8	Short-term on-the-job training
248	11-9061	Funeral Directors	4	\$20.93	661	2.7	1.0	Associate degree
249	39-2021	Nonfarm Animal Caretakers	37	\$10.78	516	4.1	1.7	Short-term on-the-job training
250	35-3031	Waiters and Waitresses	676	\$7.09	474	4.4	0.7	Short-term on-the-job training
251	35-3011	Bartenders	114	\$7.74	507	4.4	1.1	Short-term on-the-job training
252	27-1024	Graphic Designers	17	\$20.18	550	0.7	0.5	Bachelor's degree
253	43-4061	Eligibility Interviewers, Government Programs	17	\$16.78	482	2.9	1.2	Moderate-term on-the-job training
254	31-2022	Physical Therapist Aides	11	\$11.88	571	4.7	3.2	Short-term on-the-job training
255	37-2012	Maids and Housekeeping Cleaners	247	\$8.30	420	3.3	1.6	Short-term on-the-job training
256	53-7064	Packers and Packagers, Hand	100	\$7.72	439	3.9	2.1	Short-term on-the-job training
257	47-5021	Earth Drillers, Except Oil and Gas	4	\$17.07	495	9.7	7.0	Moderate-term on-the-job training
258	19-4021	Biological Technicians	4	\$17.85	595	3.5	2.5	Associate degree
259	27-1026	Merchandise Displayers and Window Trimmers	15	\$11.37	532	4.5	3.8	Moderate-term on-the-job training
260	39-3091	Amusement and Recreation Attendants	49	\$7.63	457	7.0	1.9	Short-term on-the-job training
261	17-3013	Mechanical Drafters	9	\$22.46	630	-0.2	0.0	Postsecondary vocational training
262	47-2081	Drywall and Ceiling Tile Installers	69	\$15.17	347	1.1	0.5	Moderate-term on-the-job training
263	19-3091	Anthropologists and Archeologists	1	\$28.21	681	1.5	1.0	Master's degree
264	49-9094	Locksmiths and Safe Repairers	11	\$15.50	638	2.9	0.9	Moderate-term on-the-job training
264	51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	6	\$17.00	510	5.7	2.0	Moderate-term on-the-job training
266	51-4111	Tool and Die Makers	4	\$21.28	589	2.6	1.3	Long-term on-the-job training
267	25-4013	Museum Technicians and Conservators	6	\$12.97	613	5.3	2.7	Master's degree
268	13-2041	Credit Analysts	4	\$30.26	545	1.2	1.0	Bachelor's degree
269	35-2015	Cooks, Short Order	70	\$7.31	518	4.1	1.0	Short-term on-the-job training
270	29-2053	Psychiatric Technicians	12	\$13.98	591	2.3	2.0	Moderate-term on-the-job training
271	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	26	\$9.09	525	4.4	2.4	Short-term on-the-job training
272	43-5081	Stock Clerks and Order Fillers	366	\$9.77	441	2.8	0.6	Short-term on-the-job training
273	49-2091	Avionics Technicians	5	\$19.73	622	2.4	1.0	Postsecondary vocational training
274	35-9021	Dishwashers	160	\$6.98	464	4.3	0.9	Short-term on-the-job training

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275	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	124	\$7.06	416	4.2	1.1	Short-term on-the-job training
276	47-2061	Construction Laborers	56	\$12.67	566	0.5	0.4	Moderate-term on-the-job training
276	51-6011	Laundry and Dry-Cleaning Workers	62	\$7.76	502	3.8	1.3	Moderate-term on-the-job training
278	41-2011	Cashiers	980	\$9.34	514	2.2	0.3	Short-term on-the-job training
279	11-9121	Natural Sciences Managers	2	\$49.64	628	0.0	0.0	Bachelor's or higher deg. + work exp.
280	43-3021	Billing and Posting Clerks and Machine Operators	44	\$13.38	443	1.7	1.1	Moderate-term on-the-job training
280	43-4151	Order Clerks	44	\$12.03	516	2.3	1.0	Short-term on-the-job training
282	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	148	\$6.98	435	4.2	0.9	Short-term on-the-job training
283	41-2022	Parts Salespersons	39	\$13.40	575	0.7	0.2	Moderate-term on-the-job training
284	41-9031	Sales Engineers	3	\$23.86	722	0.6	0.2	Bachelor's degree
285	25-2011	Preschool Teachers, Except Special Education	31	\$11.80	530	1.7	1.7	Postsecondary vocational training
286	25-4031	Library Technicians	25	\$13.83	551	2.1	0.5	Postsecondary vocational training
287	53-7061	Cleaners of Vehicles and Equipment	138	\$8.94	505	2.8	0.7	Short-term on-the-job training
288	43-4081	Hotel, Motel, and Resort Desk Clerks	52	\$8.62	520	4.0	0.8	Short-term on-the-job training
289	43-4111	Interviewers, Except Eligibility and Loan	32	\$12.25	481	2.7	1.1	Short-term on-the-job training
290	47-2161	Plasterers and Stucco Masons	18	\$13.86	627	1.1	0.7	Long-term on-the-job training
291	11-2011	Advertising and Promotions Managers	3	\$29.89	582	0.9	0.5	Bachelor's or higher deg. + work exp.
292	39-5092	Manicurists and Pedicurists	39	\$7.35	439	4.1	2.2	Postsecondary vocational training
293	51-9122	Painters, Transportation Equipment	4	\$19.48	535	3.2	1.3	Long-term on-the-job training
294	35-2012	Cooks, Institution and Cafeteria	55	\$10.54	522	2.5	0.6	Moderate-term on-the-job training
295	41-3011	Advertising Sales Agents	9	\$22.67	540	-2.9	0.0	Moderate-term on-the-job training
296	47-2022	Stonemasons	13	\$14.04	615	1.4	1.0	Long-term on-the-job training
297	25-3021	Self-Enrichment Education Teachers	17	\$12.89	529	1.9	1.8	Work experience in a related occupation
298	27-1011	Art Directors	4	\$27.04	595	-1.3	0.0	Bachelor's or higher deg. + work exp.
299	51-6021	Pressers, Textile, Garment, and Related Materials	25	\$7.98	334	4.3	2.8	Short-term on-the-job training
300	53-6031	Service Station Attendants	35	\$9.07	565	3.7	0.7	Short-term on-the-job training
301	25-1193	Recreation and Fitness Studies Teachers, Postsecondary	2	\$25.03	616	1.3	0.5	Master's degree
302	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	218	\$7.79	436	2.8	0.3	Short-term on-the-job training

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302	35-3041	Food Servers, Nonrestaurant	64	\$9.12	478	2.9	0.7	Short-term on-the-job training
304	11-9031	Education Administrators, Preschool and Child Care Center/Program	9	\$16.07	655	1.1	0.5	Bachelor's or higher deg. + work exp.
305	53-7032	Excavating and Loading Machine and Dragline Operators	7	\$17.29	625	1.5	0.6	Moderate-term on-the-job training
306	29-9091	Athletic Trainers	2	\$19.29	678	1.8	1.0	Bachelor's degree
307	39-3011	Gaming Dealers	17	\$9.57	474	6.9	1.6	Postsecondary vocational training
308	51-4121	Welders, Cutters, Solderers, and Brazers	27	\$13.52	521	1.1	0.4	Long-term on-the-job training
309	27-1014	Multi-Media Artists and Animators	4	\$22.65	566	0.7	0.3	Bachelor's degree
310	51-9198	Helpers--Production Workers	32	\$9.55	495	3.3	1.1	Short-term on-the-job training
311	27-2012	Producers and Directors	5	\$21.02	627	-2.9	0.0	Bachelor's or higher deg. + work exp.
312	51-5021	Job Printers	7	\$13.98	606	2.5	1.2	Long-term on-the-job training
313	31-9094	Medical Transcriptionists	15	\$14.94	433	1.9	1.1	Postsecondary vocational training
314	47-2181	Roofers	23	\$15.00	351	1.4	0.6	Moderate-term on-the-job training
315	47-2082	Tapers	34	\$14.01	311	0.8	0.4	Moderate-term on-the-job training
316	13-2071	Loan Counselors	1	\$24.38	547	1.4	1.0	Bachelor's degree
317	49-2098	Security and Fire Alarm Systems Installers	6	\$16.26	619	1.6	0.8	Postsecondary vocational training
318	27-3041	Editors	8	\$20.38	550	-3.9	0.0	Bachelor's degree
319	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	3	\$21.59	435	2.7	1.0	Long-term on-the-job training
320	49-2097	Electronic Home Entertainment Equipment Installers and Repairers	17	\$10.99	562	2.1	1.2	Postsecondary vocational training
321	47-2221	Structural Iron and Steel Workers	4	\$16.36	709	1.3	0.8	Long-term on-the-job training
322	39-3092	Costume Attendants	3	\$14.67	489	7.1	2.0	Short-term on-the-job training
323	51-9082	Medical Appliance Technicians	4	\$13.67	667	2.5	1.3	Long-term on-the-job training
324	27-3042	Technical Writers	3	\$31.58	516	-2.3	0.0	Bachelor's degree
325	51-5023	Printing Machine Operators	9	\$15.63	492	2.3	1.0	Moderate-term on-the-job training
326	31-9093	Medical Equipment Preparers	5	\$11.41	550	4.7	2.3	Short-term on-the-job training
327	27-1022	Fashion Designers	1	\$13.54	559	6.7	2.5	Associate degree
328	43-2011	Switchboard Operators, Including Answering Service	36	\$10.89	421	2.0	0.8	Short-term on-the-job training
329	27-4031	Camera Operators, Television, Video, and Motion Picture	1	\$18.31	619	2.5	1.0	Moderate-term on-the-job training
330	27-1021	Commercial and Industrial Designers	1	\$25.13	603	0.0	0.0	Bachelor's degree
331	47-2121	Glaziers	12	\$15.56	504	1.1	0.6	Long-term on-the-job training

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332	49-2092	Electric Motor, Power Tool, and Related Repairers	3	\$10.71	640	5.4	2.0	Postsecondary vocational training
333	47-2071	Paving, Surfacing, and Tamping Equipment Operators	5	\$15.07	598	1.5	1.3	Moderate-term on-the-job training
334	51-4011	Computer-Controlled Machine Tool Operators, Metal and	4	\$17.43	642	0.5	0.4	Moderate-term on-the-job training
335	43-4141	New Accounts Clerks	5	\$14.89	487	3.4	1.5	Work experience in a related occupation
336	29-2081	Opticians, Dispensing	7	\$14.44	534	2.0	1.2	Long-term on-the-job training
337	51-7011	Cabinetmakers and Bench Carpenters	8	\$13.39	592	2.1	0.8	Long-term on-the-job training
338	15-2041	Statisticians	1	\$24.31	603	-2.3	0.0	Master's degree
339	41-9011	Demonstrators and Product Promoters	6	\$11.39	502	4.8	2.0	Moderate-term on-the-job training
340	27-1025	Interior Designers	4	\$18.88	609	0.2	0.1	Associate degree
341	47-2151	Pipelayers	6	\$15.12	557	2.1	1.0	Moderate-term on-the-job training
342	51-3093	Food Cooking Machine Operators and Tenders	5	\$10.76	547	5.1	2.0	Short-term on-the-job training
343	43-9041	Insurance Claims and Policy Processing Clerks	9	\$12.78	448	2.6	1.8	Moderate-term on-the-job training
344	51-3092	Food Batchmakers	26	\$9.32	525	2.2	0.9	Short-term on-the-job training
345	17-3024	Electro-Mechanical Technicians	1	\$21.45	651	-2.0	0.0	Associate degree
346	41-9041	Telemarketers	61	\$8.83	403	1.0	0.7	Short-term on-the-job training
347	47-3013	Helpers--Electricians	15	\$9.37	589	2.9	0.7	Short-term on-the-job training
347	49-9063	Musical Instrument Repairers and Tuners	3	\$15.91	603	2.3	1.0	Long-term on-the-job training
349	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Ten	5	\$16.16	574	1.7	0.7	Moderate-term on-the-job training
350	47-3012	Helpers--Carpenters	20	\$10.81	569	1.6	0.4	Short-term on-the-job training
351	47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	21	\$10.15	592	1.3	0.3	Short-term on-the-job training
352	27-4021	Photographers	7	\$14.27	658	-1.6	0.0	Long-term on-the-job training
353	53-7021	Crane and Tower Operators	0	\$17.85	649	0.0	1.0	Long-term on-the-job training
354	27-3011	Radio and Television Announcers	10	\$15.23	563	-7.6	0.0	Long-term on-the-job training
354	43-3061	Procurement Clerks	7	\$16.65	506	1.3	0.6	Short-term on-the-job training
356	41-3041	Travel Agents	9	\$14.31	514	1.5	0.7	Postsecondary vocational training
357	43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	6	\$16.84	510	1.5	0.6	Short-term on-the-job training
358	27-4012	Broadcast Technicians	3	\$18.74	633	-4.6	0.0	Associate degree

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359	13-1021	Purchasing Agents and Buyers, Farm Products	2	\$20.45	525	1.9	0.5	Work experience in a related occupation
360	51-9071	Jewelers and Precious Stone and Metal Workers	2	\$20.46	426	2.0	1.0	Postsecondary vocational training
361	51-2022	Electrical and Electronic Equipment Assemblers	14	\$12.73	586	-4.0	0.0	Short-term on-the-job training
362	49-9052	Telecommunications Line Installers and Repairers	4	\$16.68	640	0.0	0.0	Long-term on-the-job training
363	47-2171	Reinforcing Iron and Rebar Workers	10	\$14.24	362	1.5	0.8	Long-term on-the-job training
364	43-4121	Library Assistants, Clerical	8	\$11.73	509	3.8	0.9	Short-term on-the-job training
365	27-1023	Floral Designers	7	\$11.15	545	2.3	1.8	Moderate-term on-the-job training
366	49-3093	Tire Repairers and Changers	24	\$9.98	564	0.9	0.2	Short-term on-the-job training
367	49-3022	Automotive Glass Installers and Repairers	3	\$11.22	599	3.5	2.0	Long-term on-the-job training
368	25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	4	\$17.04	558	0.7	0.8	Bachelor's degree
369	27-4011	Audio and Video Equipment Technicians	4	\$15.32	654	0.4	0.2	Long-term on-the-job training
370	43-4071	File Clerks	26	\$11.62	475	-0.9	0.0	Short-term on-the-job training
371	49-3041	Farm Equipment Mechanics	5	\$13.59	545	2.1	1.0	Postsecondary vocational training
372	51-2041	Structural Metal Fabricators and Fitters	9	\$11.00	538	2.3	1.0	Moderate-term on-the-job training
373	51-9081	Dental Laboratory Technicians	8	\$13.10	565	1.1	0.5	Long-term on-the-job training
374	29-2051	Dietetic Technicians	7	\$10.54	432	3.0	2.3	Moderate-term on-the-job training
375	49-3052	Motorcycle Mechanics	5	\$11.71	603	2.2	1.0	Long-term on-the-job training
376	51-4194	Tool Grinders, Filers, and Sharpeners	1	\$15.75	567	2.3	1.0	Moderate-term on-the-job training
377	43-9021	Data Entry Keyers	15	\$11.89	512	0.3	0.1	Moderate-term on-the-job training
378	43-5011	Cargo and Freight Agents	3	\$20.78	472	0.0	0.0	Moderate-term on-the-job training
379	45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	2	\$18.36	592	0.0	0.0	Work experience in a related occupation
380	53-7011	Conveyor Operators and Tenders	2	\$15.50	645	1.0	0.3	Short-term on-the-job training
381	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	3	\$12.90	601	2.2	1.0	Moderate-term on-the-job training
382	43-9022	Word Processors and Typists	10	\$12.58	492	1.2	0.5	Moderate-term on-the-job training
383	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and	7	\$13.17	545	0.6	0.3	Moderate-term on-the-job training
384	47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	20	\$10.43	354	1.2	0.3	Short-term on-the-job training

Tucson MSA TERM Ranking by Occupation '06-'08

TERM: Training & Education Resource Model

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
385	47-2041	Carpet Installers	8	\$12.18	585	-0.6	0.0	Moderate-term on-the-job training
386	29-1121	Audiologists	4	\$12.50	669	0.4	0.2	First professional degree
387	51-6052	Tailors, Dressmakers, and Custom Sewers	2	\$13.82	555	2.2	1.0	Long-term on-the-job training
388	43-9011	Computer Operators	10	\$12.88	508	-1.1	0.0	Moderate-term on-the-job training
389	39-3093	Locker Room, Coatroom, and Dressing Room Attendants	5	\$8.50	397	5.9	1.5	Short-term on-the-job training
390	27-3022	Reporters and Correspondents	3	\$17.79	529	-8.0	0.0	Bachelor's or higher deg. + work exp.
391	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	3	\$15.58	361	1.8	1.0	Moderate-term on-the-job training
392	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	22	\$8.42	460	0.9	0.3	Short-term on-the-job training
393	43-5041	Meter Readers, Utilities	4	\$15.44	550	-2.6	0.0	Short-term on-the-job training
394	33-3041	Parking Enforcement Workers	2	\$13.86	525	1.8	1.0	Short-term on-the-job training
395	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	6	\$12.07	578	-0.2	0.0	Moderate-term on-the-job training
396	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	1	\$14.22	652	-7.7	0.0	Moderate-term on-the-job training
397	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and T	4	\$13.28	510	1.1	0.6	Moderate-term on-the-job training
398	27-3012	Public Address System and Other Announcers	5	\$10.21	547	2.1	0.8	Long-term on-the-job training
399	51-6031	Sewing Machine Operators	4	\$9.13	440	2.4	2.5	Moderate-term on-the-job training
400	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	4	\$13.16	566	0.0	0.0	Moderate-term on-the-job training
401	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	3	\$11.81	633	0.5	0.2	Moderate-term on-the-job training
402	43-9031	Desktop Publishers	2	\$16.90	499	-1.0	0.0	Postsecondary vocational training
403	51-9123	Painting, Coating, and Decorating Workers	4	\$11.92	498	1.8	0.8	Short-term on-the-job training
404	51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	3	\$11.69	585	1.2	0.5	Moderate-term on-the-job training
405	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	2	\$12.54	495	1.9	1.0	Postsecondary vocational training
406	43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	9	\$11.14	395	-5.4	0.0	Short-term on-the-job training

Tucson MSA TERM Ranking by Occupation '06-'08

TERM: Training & Education Resource Model

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
407	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	5	\$10.14	556	0.8	0.3	Moderate-term on-the-job training
408	51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plas	1	\$12.84	600	0.0	0.0	Moderate-term on-the-job training
409	51-5022	Prepress Technicians and Workers	3	\$13.13	534	-1.2	0.0	Postsecondary vocational training
410	51-9132	Photographic Processing Machine Operators	3	\$12.75	519	0.7	0.3	Short-term on-the-job training
411	39-3031	Ushers, Lobby Attendants, and Ticket Takers	13	\$7.22	427	-6.2	0.0	Short-term on-the-job training
412	49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	3	\$12.45	384	1.2	0.5	Moderate-term on-the-job training
413	43-5021	Couriers and Messengers	5	\$9.87	509	0.3	0.1	Short-term on-the-job training
414	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	2	\$11.13	525	1.0	0.5	Moderate-term on-the-job training
415	31-9095	Pharmacy Aides	4	\$8.68	525	1.1	0.6	Short-term on-the-job training
415	51-5011	Bindery Workers	5	\$10.15	509	-0.6	0.0	Short-term on-the-job training
417	51-7021	Furniture Finishers	3	\$11.57	372	1.0	0.5	Long-term on-the-job training
418	51-6093	Upholsterers	2	\$11.11	373	1.6	0.5	Long-term on-the-job training
419	51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	3	\$10.27	503	0.5	0.2	Moderate-term on-the-job training
420	53-7063	Machine Feeders and Offbearers	4	\$9.82	411	-0.4	0.0	Short-term on-the-job training
421	49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	2	\$10.02	399	1.5	0.5	Moderate-term on-the-job training
422	51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	2	\$10.70	443	-2.0	0.0	Moderate-term on-the-job training
423	39-3021	Motion Picture Projectionists	1	\$9.38	550	-9.5	0.0	Short-term on-the-job training
424	51-9022	Grinding and Polishing Workers, Hand	1	\$10.51	325	0.0	0.0	Moderate-term on-the-job training

TERM (Training & Education Resource Model) Occupations Report

Column		Explanation
A	Rank	This is the rank of the occupation based on comparative scores in five areas, openings, wages, skills, growth rate, and turn over ratio as shown in columns D through H. Tie scores get tie ranks.
B	SOC Code	Standard Occupational Classification system. SOC is used by federal agencies collecting occupational data, providing a means to compare occupational data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States. For more info on SOC, see: http://www.bls.gov/soc/socguide.htm
C	SOC Title	The title of the occupation, as assigned by the Standard Occupational Classification system (SOC).
D	Openings	Average number of projected openings (from growth + turnover) expected per year for the occupation. Projected openings based on 2006-2008 occupation projections.
E	Hourly Wage	Based on the average of the wage of the occupation. Wages based on 2006 Occupational Employment Statistics (OES) survey. Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).
F	O*NET Score	O*NET is an acronym for the Occupational Information Network (http://www.onetcenter.org/). This data is a measure of the skills, knowledge, and abilities required for the occupation. The numerical score for each comparative occupational descriptor in the O*NET Knowledge, Skills, and Abilities data files were summed for each occupation and then ranked by percentile.
G	Growth Rate	The two-year projected rate of growth in employment of the occupation. This number could be negative but usually is not. Occupational growth rate is from the 2006-2008 Occupational Projections produced by the AzDES Research Administration.
H	Turnover Ratio	This is the projected number of annual openings due to growth divided by the projected number of annual openings due to replacement (like retirements, quits, promotions, etc.). Higher ratios indicate lower turnover. Based on the 2006-2008 occupational projections data.
I	Education / Training Requirements	The job training and educational levels as assigned by the Bureau of Labor Statistics (BLS). See detailed descriptions of the BLS codes on page two of these notes. Note that a higher code number indicates a lower amount of education or training time.

Calculation method	
1	Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).
2	In this iteration of the TERM, there were no restrictions on the BLS Training and Educational code. Note that the lower the training and educational time requirement, the higher the code numbers (see below).
3	Percentiles were calculated for each statistic shown. In case of a tie, the same percentile was assigned to all SOC's involved in the tie.
4	The following formula determined the score for each SOC: $(3 \times \text{openings percentile} + 3 \times \text{wage percentile} + \text{O*NET percentile} + \text{growth percentile} + \text{turnover percentile}) / 9$
BLS (Bureau of Labor Statistics) Education and Training Codes	
1	First professional degree
2	Doctoral degree
3	Master's degree
4	Bachelor's or higher degree, plus work experience
5	Bachelor's degree
6	Associate degree
7	Post-secondary vocational training
8	Work experience in related occupation
9	Long-term on-the-job training
10	Moderate-term on-the-job training
11	Short-term on-the-job training
Sources	
1	Openings and wage data are produced by the Arizona Department of Economic Security, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. Wages are from the 2006 Occupational Employment Statistics (OES) survey, and openings are from the 2006-2008 occupational employment projections.
2	For the O*Net score, the O*Net database version 11.0 was used. (www.onetcenter.org/database.html)
3	The education and training codes are from the Bureau of Labor Statistics (BLS) website at ftp://ftp.bls.gov/pub/special.requests/ep/optddata/optd0212.txt
Questions and Comments	
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